

Resolution No. 31164

A RESOLUTION affirming the City's race and social justice work and directing City Departments to use available tools to assist in the elimination of racial and social disparities across key indicators of success, including health, education, criminal justice, the environment, employment and the economy; and to promote equity within the City workplace and in the delivery of City services.

Related Legislation File: _____

Date Introduced and Referred: 10-26-09	To: (committee): Full Council
Date Re-referred:	To: (committee):
Date Re-referred:	To: (committee):
Date of Final Action: 11-30-09	Date Presented to Mayor: 12-1-09
Date Signed by Mayor: 12-3-09	Date Returned to City Clerk: 12-4-09
Published by Title Only <input checked="" type="checkbox"/>	Date Returned Without Concurrence:
Published in Full Text <input type="checkbox"/>	

Law Department

The City of Seattle - Legislative Department

Resolution sponsored by: Bruce Q. Hurrell

Committee Action:

Date	Recommendation	Vote

This file is complete and ready for presentation to Full Council. _____

Full Council Action:

Date	Decision	Vote
11-2-09	Held to 11-23-09	9-0
11-30-09	Adopted 8-0	(Excused Conlin)

RESOLUTION 31164

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2 A RESOLUTION affirming the City's race and social justice work and directing City
3 Departments to use available tools to assist in the elimination of racial and social
4 disparities across key indicators of success, including health, education, criminal justice,
5 the environment, employment and the economy; and to promote equity within the City
6 workplace and in the delivery of City services.

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8 WHEREAS, legislation reforms such as the Civil Rights Act of 1964 have been adopted banning
9 discrimination because of a person's color, race, national origin, religion, or sex and have
10 supported progress towards racial and social justice; and

11
12 WHEREAS, legislative actions such as the Civil Liberties Act of 1988, which provided redress
13 of \$20,000 to each surviving detainee of Japanese internment camps, have recognized the
14 damage caused by the legacy of racism in the United States and have supported racial
15 reconciliation and healing; and

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17 WHEREAS, racial and social disparities nevertheless continue to exist across key indicators of
18 success in Seattle, including health, education, criminal justice, the environment,
19 employment and the economy; and

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21 WHEREAS, in 2004 the City of Seattle launched a Race and Social Justice Initiative (RSJI),
22 with the vision of eliminating race-based disparities within Seattle and the mission of
23 eliminating institutional racism and promoting multiculturalism within City government;
24 and

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26 WHEREAS, in 2007 an Immigrant and Refugee Report and Action Plan identified key issues for
27 immigrant and refugee communities, described current efforts and set out short- and
28 long-term actions that represent the City's next steps in integrating immigrants and
refugees into our community; and

WHEREAS, in 2008 an assessment of the Initiative was conducted that identified significant
accomplishments during the first phase of the Initiative; set forth a plan that built on the
prior success and identified opportunities for strengthening the Initiative over the next
three years; and developed a timeline and approach to continue the Initiative to address
racial disparities and social inequality; and

WHEREAS, in 2009, the City convened a Race and Social Justice Community Roundtable
whose mission is to eliminate race-based disparities in our community and promote race
and social justice across Seattle institutions; and



1 WHEREAS, the City of Seattle Office for Civil Rights (SOCR) is responsible for the
2 administration and enforcement of the City of Seattle's anti-discrimination laws and has
3 taken the lead in formulating and implementing the City's Race and Social Justice
4 Initiative; and

5 WHEREAS, the City Council reaffirms its commitment to principles of equality and freedom for
6 all people regardless of race, religion, sexual orientation, gender, ability, national origin,
7 and other protected classes; and

8 WHEREAS, the City Council declares racism unjust, advocates equal rights for all, and affirms
9 the City's commitment to the Race and Social Justice Initiative; NOW, THEREFORE,

10 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE, THE**
11 **MAYOR CONCURRING, THAT:**

12 Section 1. Findings. The City Council finds the following:

- 13 1. Racial discrimination and institutional racism continue to create barriers to
14 success for people of color in the City of Seattle.
- 15 2. The principles of inclusiveness, multiculturalism and respect are values that can
16 create a healthier and more productive workplace, improve customer service and
17 drive policies and outcomes that benefit the entire city.
- 18 3. The Race and Social Justice Initiative has developed and implemented new
19 policies and practices to help eliminate institutional racism within the City. For
20 example, a new budget and policy filter is being used to assess the potential
21 disparate impacts of new financial and regulatory initiatives.
- 22 4. The Race and Social Justice Initiative has developed and implemented an
23 infrastructure to further promote racial and social equity across the City and
24 within each department, including RSJI Change Teams and a City-wide Core
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1 Team, so that the Initiative is fully integrated into departmental work and into the
2 City's policies, programs and procedures.
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4 Section 2. Vision, mission and goals. The Race and Social Justice Initiative envisions a
5 city where racial and social disparities have been eliminated and equity and inclusiveness
6 achieved. The mission of the Race and Social Justice Initiative is to end institutionalized racism
7 and social inequities in City government and to promote multiculturalism and full participation
8 by all its residents. The goals and strategies of the Initiative are to 1) End racial and social
9 disparities internal to the City by improving workforce equity, increasing City employee's RJSI
10 knowledge and tools, and increasing contracting equity; 2) Strengthen the way the City engages
11 its community and provides services by improving existing services using RSJI best practices
12 and enhancing immigrants' and refugees' access to City Services; and 3) Eliminate race-based
13 disparities in our communities.
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17 Section 3. City departments should use available tools to work to eliminate racial and
18 social disparities across key indicators of success, including health, education, criminal justice,
19 the environment, employment and the economy; and to promote racial and social equity in the
20 delivery of City services. Efforts by City departments should include:
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- 22 a. Development and implementation of annual work plans aligned with the City-
23 wide plan and coordinated by SOCR.
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- 1 b. Implementation of racial equity tools in budget, program and policy decisions,
2 including review of existing programs and policies.
- 3 c. Continued support for the internal resources, such as departmental Change Teams,
4 needed to ensure that the RSJI will be sustained into the future.

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6 Section 4. The Chair of the City Council committee responsible for civil rights, or
7 his/her designee, will serve as a member of the Race and Social Justice Community Roundtable.
8 The Community Roundtable will continue to include individuals committed to racial and social
9 justice and come from community based-organizations, business, philanthropy, education, and
10 other public entities. The Roundtable will provide a forum for community leadership on racial
11 and social justice issues and support community changes that reach beyond City government.
12 Direct participation of the City Council in the work of the Community Roundtable will help
13 guide their efforts to ensure that the Roundtable, the City Council and the Executive work
14 collaboratively to achieve RSJI goals.

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18 Section 5. SOCR shall continue to lead and staff the Community Roundtable so that the
19 Roundtable:

- 20 1) Affirms and sustains the RSJI vision and mission within the broader Seattle
21 community.



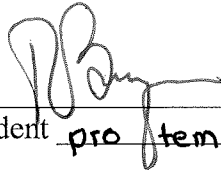
- 1 2) Establishes, guides and directs work groups to address racial and social disparities
2 in selected areas, and develops recommendations for City-community
3 partnerships.
- 4 3) Provides an avenue for Roundtable members to share their strategies and efforts
5 in ending institutional racism and creating racial and social equity.
- 6 4) Leverages resources in addressing racial and socioeconomic disparities by
7 bringing groups together to achieve the RSJI mission and pursue common goals
8 such as obtaining grants.
- 9 5) Serves as a liaison to the broader Seattle community, and acts as an ambassador to
10 promote the Initiative’s goals, as set out in Section 3, to a variety of civic
11 institutions.

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15 Section 6. SOCR shall report to City Council on at least an annual basis to demonstrate
16 the progress towards achieving racial and social equity within City government and within the
17 broader Seattle community.



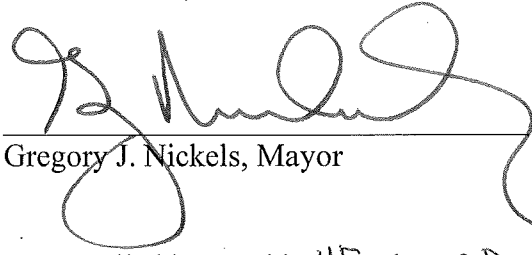
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Adopted by the City Council the 30th day of November, 2009, and
signed by me in open session in authentication of its adoption this 30th day
of November, 2009.




President pro tem of the City Council

THE MAYOR CONCURRING:



Gregory J. Nickels, Mayor

Filed by me this 4th day of December, 2009.



City Clerk

(Seal)



FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	DOF Analyst/Phone:
Legislative	Ben Noble, 4-8160	NA

Legislation Title:

A RESOLUTION affirming the City’s race and social justice work and directing City Departments to use available tools to assist in the elimination of racial and social disparities across key indicators of success, including health, education, criminal justice, the environment, employment and the economy; and to promote equity within the City workplace and in the delivery of City services.

• **Summary of the Legislation:**

This resolution acknowledges the significant successes of the City’s Race and Social Justice Initiative and endorses continued investments in the programs and policies that have been established under the Initiative. Anticipating the upcoming change in Executive administrations, this resolution provides policy direction for the new Mayor to continue these programs and policies and to build upon the foundation that has been established by the Race and Social Justice Initiative. The resolution specifically identifies s the recently-formed Race and Social Justice Community Roundtable as one of the Initiative’s components that should continue into the future. The resolution establishes City Council representation on the Committee and calls upon the Seattle Office for Civil Rights (SOCR) to continue its work in staffing the Committee, and helping the Committee achieve its mission of providing a forum for community leadership on racial and social justice. Finally, the resolution calls upon SOCR to provide updates to the City Council on overall Initiative progress, on at least an annual basis.

• **Background:**

In 2004, the City initiated a Race and Social Justice Initiative to address racial disparities and social inequalities within City of Seattle internal operations and within the services provided to Seattle residents. Over the initiative’s first five years, significant accomplishments have been made, but significant work remains.

• *Please check one of the following:*

X **This legislation does not have any financial implications.** *(Stop here and delete the remainder of this document prior to saving and printing.)*

 This legislation has financial implications. *(Please complete all relevant sections that follow.)*

The staffing resources needed to support the activities called for in this resolution already exist within the City budget.



RESOLUTION 31164

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WHEREAS, legislation reforms such as the Civil Rights Act of 1964 have been adopted banning discrimination because of a person's color, race, national origin, religion, or sex and have supported progress towards racial and social justice; and

WHEREAS, legislative actions such as the Civil Liberties Act of 1988, which provided redress of \$20,000 to each surviving detainee of Japanese internment camps, have recognized the damage caused by the legacy of racism in the United States and have supported racial reconciliation and healing; and

WHEREAS, racial and social disparities nevertheless continue to exist across key indicators of success in Seattle, including health, education, criminal justice, the environment, employment and the economy; and

WHEREAS, in 2004 the City of Seattle launched a Race and Social Justice Initiative (RSJI), with the vision of eliminating race-based disparities within Seattle and the mission of eliminating institutional racism and promoting racial equality within City government; and

WHEREAS, in 2008 an assessment of the Initiative was conducted that identified significant accomplishments during the first phase of the Initiative; set forth a plan that built on the prior success and identified opportunities for strengthening the Initiative over the next three years; and developed a timeline and approach to continue the Initiative to address racial disparities and social inequality; and

WHEREAS, in 2009, the City convened a Race and Social Justice Community Roundtable whose mission is to eliminate race-based disparities in our community and promote race and social justice across Seattle institutions; and

WHEREAS, the City of Seattle Office for Civil Rights (SOCR) is responsible for the administration and enforcement of the City of Seattle's anti-discrimination laws and has taken the lead in formulating and implementing the City’s Race and Social Justice Initiative; and

THIS VERSION IS NOT ADOPTED



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2 all people regardless of race, religion, sexual orientation, gender, ability, national origin,
and other protected classes; and

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4 the City’s commitment to the Race and Social Justice Initiative; NOW, THEREFORE,

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6 **MAYOR CONCURRING, THAT:**

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14 policies and practices to help eliminate institutional racism within the City. For
15 example, a new budget and policy filter is being used to assess the potential
16 disparate impacts of new financial and regulatory initiatives.
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18 infrastructure to further promote racial and social equity across the City and
19 within each department, including RSJI Change Teams and a City-wide Core
20 Team, so that the Initiative is fully integrated into departmental work and into the
21 City’s policies, programs and procedures.



1 Section 2. Vision, mission and goals. The Race and Social Justice Initiative envisions a
2 city where racial and social disparities have been eliminated and equity and inclusiveness
3 achieved. The mission of the Race and Social Justice Initiative is to end institutionalized racism
4 and social inequities in City government and to promote multiculturalism and full participation
5 by all its residents. The goals of the Initiative are to 1) End racial and social disparities internal to
6 the City; 2) Strengthen the way the City engages its community and provides services; and 3)
7 Eliminate race-based disparities in our communities.
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5) Serves as a liaison to the broader Seattle community, and acts as an ambassador to promote the Initiative's goals, as set out in Section 3, to a variety of civic institutions.

Section 6. SOCR shall report to City Council on at least an annual basis to demonstrate the progress towards achieving racial and social equity within City government and within the broader Seattle community.

Adopted by the City Council the ____ day of _____, 2009, and signed by me in open session in authentication of its adoption this ____ day of _____, 2009.

President _____ of the City Council

THE MAYOR CONCURRING:

Gregory J. Nickels, Mayor

Filed by me this ____ day of _____, 2009.

City Clerk

(Seal)



STATE OF WASHINGTON - KING COUNTY

--SS.

248281
CITY OF SEATTLE, CLERKS OFFICE

No.

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

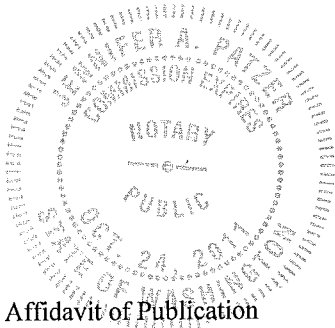
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:31164 TITLE ONLY

was published on

12/15/09

The amount of the fee charged for the foregoing publication is the sum of \$ 42.45, which amount has been paid in full.



[Signature]
Subscribed and sworn to before me on
12/15/09
[Signature]
Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle

TITLE-ONLY PUBLICATION

The full text of the following resolutions, passed by the City Council on November 30, 2009, and published here by title only, will be mailed upon request, or can be accessed at <http://clerk.ci.seattle.wa.us>. For further information, contact the Seattle City Clerk at 684-8344.

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Publication ordered by the City Clerk
Date of publication in the Seattle Daily
Journal of Commerce, December 15, 2009.
12/15(248281)